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3 March 1958

MEMORANDUM FOR: Assistant Director, CR
FROM : Chief, Industrial Register, CR
SUBJECT : Career Service Incentives

The following Branch suggestions for tangible Career Service benefits are submitted as requested:

- need pay & take care*
- X 1. Provide Permanent Civil Service Status
 - 2. Provide pay increases
 - a. Automatic \$100 - \$200 increase
 - b. One (1) step ingrade
 - c. Longevity payments
 - d. Additional step increases at top of grades
 - 3. Give preferential consideration for job vacancies and training
 - X a. Rotation privileges
 - ✓ b. Preferred treatment in case of RIF
 - ✓ c. First consideration for overseas assignment
 - ✓ d. Balanced training schedule that will satisfy Agency wide needs
 - X 4. Increase days of annual leave
 - X 5. Provide free or reduced cost coverage on Life Insurance and/or Hospitalization or free medical, hospital, and dental care for employees and dependents
 - 6. Offer pension plan
 - ✓ a. Twenty (20) year retirement program
 - X b. Privilege of converting sick leave to annual leave
 - X 7. Provide parking space
 - X 8. Issue tangible item such as pen set with "Career Employee" imprinted on it
 - 9. Provide transportation privileges on military vehicles as an impetus for personnel to visit foreign areas

Two Branches felt that greater selectivity should be exercised in granting Career Service membership if tangible benefits are to be offered.

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